Contract Information	City Manager	City Attorney	Fremont Association of	Fremont Association of	Fremont Police	Unrepresented Fremont	Unroproconted
for Management	City Manager	City Attorney	Management Employees	Management Employees	Management Association	Officials (UFO) -	Management
Employees			(FAME non-safety)	(FAME safety)	(FPMA)	Department Heads &	Employees (UME)
Liliployees			(FAME Hon-Salety)	(FAINE Salety)	(FFWA)	other at-will employees	Employees (OME)
Contract Date	N/A	N/A	07/01/2013-06/30/15	07/01/2013-06/30/15	07/01/2013-06/30/15	N/A	N/A
Most Recent COLA	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%
Increase							
2013-2014 Employee	Effective 06/30/13-	Effective 06/30/13-	Effective 06/30/13-	Effective 06/30/13-	Effective 06/30/13-	Effective 06/30/13-	Effective 06/30/13-
Compensation	Elimination of CalPERS	Elimination of CalPERS	Elimination of CalPERS	Employee paid Employer	Employee paid Employer	Elimination of CalPERS	Elimination of CalPERS
	Employee Cost Sharing	Employee Cost Sharing	Employee Cost Sharing	CalPERS contribution	CalPERS contribution	Employee Cost Sharing	Employee Cost Sharing
				reduced to 3%.	reduced to 3%.		
				Effective 06/30/13- Wage	Effective 06/30/13- Wage		
				increase in the amount of	increase in the amount of		
0044 0045 5	NI/A	NI/A	Effective OC/20/44 Mess	2.22%	2.22%	NI/A	NI/A
2014-2015 Employee	N/A	N/A	Effective 06/29/14- Wage increase in the amount of	Effective 06/29/14- Wage increase in the amount of	Effective 06/29/14- Wage increase in the amount of	N/A	N/A
Compensation			2.0%	2.0%	2.0%		
CalPERS Retirement	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	2.5% @ 55	2.5% @ 55
For Employees hired							
before 04/08/2012							
Final Comp.	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Survivor Benefit	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level	4th Level
CalPERS Retirement	2.0% @ 60	2.0% @ 60	2.0% @ 60	3.0% @ 55	3.0% @ 55	2.0% @ 60	2.0% @ 60
for Classic Members							
hired after 04/08/2012							
Final Comp.	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit CalPERS Retirement	4th Level 2.0 % @ 62	4th Level 2.0 % @ 62	4th Level 2.0 % @ 62	4th Level 2.7% @ 57	4th Level 2.7% @ 57	4th Level 2.0 % @ 62	4th Level 2.0 % @ 62
for New Members	2.0 % @ 62	2.0 % @ 62	2.0 % @ 62	2.1% @ 51	2.1 % @ 51	2.0 % @ 62	2.0 % @ 62
hired on or after							
01/01/2013							
	Th I ii ah a at Wa a aa	Thurs I limb 4 V	There I links at Mana	There all limbert Ware	Thurs I limbert Verse	Thurs I limbs at Manus	There I links at Value
Final Comp. Survivor Benefit	Three Highest Years 4th Level	Three Highest Years 4th Level	Three Highest Years 4th Level	Three Highest Years 4th Level	Three Highest Years 4th Level	Three Highest Years 4th Level	Three Highest Years 4th Level
Employer Rate FY	23.461%	23.461%	23.461%	36.450%	36.450%	23.461%	23.461%
13/14	25.40170	25.40170	25.40170	30.43076	30.430 /6	25.40170	25.40170
CalPERS Employee	8%	8%	8%	9%	9%	8%	8%
Contribution for							
Employees hired							
before 04/08/2012							
CalPERS Employee	7%	7%	7%	9%	9%	7%	7%
Contribution for							
Classic Members							
CalPERS Employee	6.25%	6.25%	6.25%	11.25%	11.25%	6.25%	6.25%
Contribution for New							
Members	100000000000000000000000000000000000000	100000000000000000000000000000000000000	N. I	11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1		A 100 0 10 0	N. I
Deferred	Annual City Contribution -		Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Annual City Contribution -	Voluntary - employee
Compensation	\$5,400	maximum allowable				Amount to be determined	paid
						at time of hire based on	
City Contribution to	2% of base salary +	3.4% of base salary	2% of base salary	N/A	N/A	approval of City Manager 2% of base salary	2% of base salary
401 (a)	\$11,344 annually	J.+ /0 UI DASE SAIATY	2 /0 UI Dase salary	13/A	13/4	2 /0 UI Dase salaly	2 /0 UI Dase salaly
401 (d)	μιι,υ44 allitually						

for Management Employees	City Manager		Fremont Association of Management Employees (FAME non-safety)	Management Employees (FAME safety)	Management Association (FPMA)	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees	Management Employees (UME)
Car Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Uniform Allowance	N/A	N/A	\$1,000 annually	Fire Mgmt \$1,000 annually	,	Police Chief - \$1,500 annually; Fire Chief \$1,000 annually	N/A
Longevity Pay	N/A	N/A		24 yrs = addt'l 2.3% of base pay	24 yrs = addt'l 2.3% of base pay	N/A	N/A
Acting Pay	N/A	N/A		Amount is discretionary, based on level of duties performed and the duration of time performed. Criteria: Shall be for a period which exceeds at least 3 consecutive wks; duties assumed shall be substantive in scope and content.	Amount is discretionary, based on level of duties performed and the duration of time performed. Criteria: Shall be for a period which exceeds at least 3 consecutive wks; duties assumed shall be substantive in scope and content.	City Manager discretion	Assignment exceeding 3 weeks - discretionary premium pay
Management Incentive Pay	N/A	N/A	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion - premium pay for working outside normal scope of duties	City Manager discretion	City Manager discretion - premium pay for working outside normal scope of duties
Tuition Reimbursement	N/A	N/A	with at least six months of full-time service; bargaining	Maximum \$20,000 per EE with at least six months of full-time service; bargaining unit maximum \$150,000 for term of MOU	Maximum \$20,000 per EE with at least six months of full-time service; bargaining unit maximum \$150,000 for term of MOU	City Manager discretion	City Manager discretion
	Effective 01/01/14 - HBA \$1,750.13/mo.	Effective 01/01/14 - HBA \$1,750.13/mo.	Effective 01/01/14- HBA \$1,750.13/mo	Effective 01/01/14- HBA \$1,750.13/mo	Effective 01/01/14- HBA \$1,750.13/mo	Effective 01/01/14 - HBA \$1,750.13/mo.	Effective 01/01/14 - HBA \$1,750.13/mo.
(HBA). Excess HBA over premium cost paid as taxable ABC cash (cafeteria plan).	Effective 01/01/15- HBA \$1,830.13/mo	Effective 01/01/15- HBA \$1,830.13/mo	Effective 01/01/15- HBA \$1,830.13/mo	Effective 01/01/15- HBA \$1,830.13/mo	Effective 01/01/15- HBA \$1,830.13.mo	Effective 01/01/15- HBA \$1,830.13/mo	Effective 01/01/15- HBA \$1,830.13/mo
casii (caicieila piaii).	Used to cover medical, dental, and vision premium.	Used to cover medical, dental, and vision premium.	,	Used to cover medical, dental, and vision premium.	,	Used to cover medical, dental, and vision premium.	Used to cover medical, dental, and vision premium.
	ABC cash cap- \$580/mo	No ABC cash issued	ABC Cash Cap- \$580/mo	ABC Cash Cap: \$580/mo	ABC Cash Cap: \$580/mo	ABC cash cap- \$580/mo	ABC cash cap- \$580/mo
Medical Plans	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	Premiums vary depending	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.

Contract Information for Management Employees	City Manager	City Attorney	Fremont Association of Management Employees (FAME non-safety)	Fremont Association of Management Employees (FAME safety)	Fremont Police Management Association (FPMA)	Unrepresented Fremont Officials (UFO) - Department Heads & other at-will employees	Unrepresented Management Employees (UME)
Dental Premium - Effective 01/01/14 Voluntary Enrollment	EE only = \$45.00/mo	Coverage provided through Delta Dental EE only = \$45.00/mo EE + 1 = \$84.00/mo Family = \$144.00/mo	Coverage provided through Delta Dental EE only = \$45.00/mo EE + 1 = \$84.00/mo Family = \$144.00/mo		Coverage provided through Delta Dental EE only = \$45.00/mo EE + 1 = \$84.00/mo Family = \$144.00/mo	Coverage provided through Delta Dental EE only = \$45.00/mo EE + 1 = \$84.00/mo Family = \$144.00/mo	Coverage provided through Delta Dental EE only = \$45.00/mo EE + 1 = \$84.00/mo Family = \$144.00/mo
Vision Plan (VSP) - Premiums Effective 01/01/14 Voluntary Enrollment	EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo <u>High</u> EE = \$11.88/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo	Two vision plans available through VSP: Standard EE = \$8.16 EE + 1 = \$11.62/mo Family = \$ 20.48/mo High EE = \$11.88/mo EE + 1 = \$17.04/mo Family = \$30.20/mo
Employee Assistance Plan - City Paid: Premium effective 01/01/13	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo
City Paid Life Insurance- Premium Rate Effective 01/01/13	\$21.00/mo \$1,500 Dependent Cov.	\$250,000 Coverage \$21.00/mo \$1,500 Dependent Cov. \$0.35/mo	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov. \$0.35/mo	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov. \$0.35/mo	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov. \$0.35/mo	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov. \$0.35/mo	\$100,000 Coverage \$8.40/mo \$1,500 Dependent Cov. \$0.35/mo
Supplemental Life Insurance - Voluntary \$10,000 to \$300,000 employee, spouse & family coverage available	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage
AD&D Insurance - Voluntary, amounts vary; employee, spouse, and family coverage available	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage
Short Term Disability - Voluntary	EE's monthly salary to maximum benefit of \$2,500/wk. Premium is	EE's monthly salary to maximum benefit of \$2,500/wk. Premium is	Calculated as 66.67% of EE's monthly salary to maximum benefit of \$2,500/wk. Premium is \$0.221/per \$100 of base salary. After tax deduction.	Calculated as 66.67% of EE's monthly salary to maximum benefit of \$2,500/wk. Premium is \$0.221/per \$100 of base salary. After tax deduction.	Calculated as 66.67% of EE's monthly salary to maximum benefit of \$2,500/wk. Premium is \$0.221/per \$100 of base salary. After tax deduction.	Calculated as 66.67% of EE's monthly salary to maximum benefit of \$2,500/wk. Premium is \$0.221/per \$100 of base salary. After tax deduction.	Calculated as 66.67% of EE's monthly salary to maximum benefit of \$2,500/wk. Premium is \$0.221/per \$100 of base salary. After tax deduction.

Contract Information for Management Employees	City Manager	City Attorney	Fremont Association of Management Employees (FAME non-safety)	Fremont Association of Management Employees (FAME safety)	(FPMA)	Department Heads & other at-will employees	Unrepresented Management Employees (UME)
Long Term Disability Insurance - City Paid	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.	benefit of \$10K/mo.	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.	\$10K/mo. Premium is	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.	\$10K/mo. Premium is \$0.525 per \$100 of base	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.
Retiree Medical Reimbursement amount varies by MOU. Retirees may	Retired prior to 7/1/99 Varies by retire date & yrs of service.	yrs of service.	Retired prior to 7/1/99 Varies by retire date & yrs of service.	Retired prior to 7/1/99 Varies by retire date & yrs of service.	Retired prior to 7/1/99 Varies by retire date & yrs of service.	Retired prior to 7/1/99 Varies by Retire date & yrs of service.	Retired prior to 7/1/99 Varies by retire date & yrs of service.
continue in City plan or utilize another plan and receive reimbursement.	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo	10-19 yrs = \$225/mo	Retired on or after 7/1/99 0-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-29 yrs = \$250/mo 30+ yrs = \$275/mo
	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.	Retired on or after	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.	Retired on or after 07/01/01 with 20+ yrs of service Kaiser single prem rate on date of retirement.
	Retired on or after 07/01/01 with 25+ yrs of service Kaiser two party prem rate on date of retirement.	Retired on or after 07/01/01 with 25+ yrs of service Kaiser two party prem rate on date of retirement.	with 25+ yrs of service Kaiser two party prem rate on date of retirement.	on date of retirement.	with 25+ yrs of service Kaiser two party prem rate on date of retirement.	07/01/01 with 25+ yrs of service Kaiser two party prem rate on date of retirement.	Retired on or after 07/01/01 with 25+ yrs of service Kaiser two party prem rate on date of retirement.
	Hired on or after 07/01/07 0-5 yrs = \$0 6-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-24 yrs = Kaiser single prem rate on date of retirement. 25+ yrs = Kaiser two party prem rate on date of retirement.	25+ yrs = Kaiser two	Hired on or after 07/01/07 0-5 yrs = \$0 6-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-24 yrs = Kaiser single prem rate on date of retirement. 25+ yrs = Kaiser two party prem rate on date of retirement. (See MOU for details)	retirement.	Hired on or after 07/01/07 0-5 yrs = \$0 6-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-24 yrs = Kaiser single prem rate on date of retirement. 25+ yrs = Kaiser two party prem rate on date of retirement. (See MOU for details)	0-5 yrs = \$0 6-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-24 yrs = Kaiser single prem rate on date of retirement. 25+ yrs = Kaiser two party prem rate on date of	Hired on or after 07/01/07 0-5 yrs = \$0 6-9 yrs = \$200/mo 10-19 yrs = \$225/mo 20-24 yrs = Kaiser single prem rate on date of retirement. 25+ yrs = Kaiser two party prem rate on date of retirement.

	City Manager	City Attorney	Fremont Association of	Fremont Association of	Fremont Police	Unrepresented Fremont	
for Management Employees			Management Employees (FAME non-safety)	Management Employees (FAME safety)	Management Association (FPMA)	Officials (UFO) - Department Heads &	Management Employees (UME)
Employees			(FAME Hon-salety)	(FAME Salety)	(FPWIA)	other at-will employees	Employees (OME)
Retiree Medical	Hired on or after	Hired on or after	Hired on or after 01/01/12,	Hired on or after 01/01/12,	Hired on or after 01/01/12,	Hired on or after 01/01/12,	Hired on or after
Reimbursement	01/01/12, eligible for	01/01/12, eligible for	eligible for retiree medical	eligible for retiree medical	eligible for retiree medical	eligible for retiree medical	01/01/12, eligible for
(continued)	retiree medical premium	retiree medical premium	premium reimbursement	premium reimbursement	premium reimbursement	premium reimbursement	retiree medical premium
	reimbursement provided	reimbursement provided	provided the following	provided the following	provided the following	provided the following	reimbursement provided
	the following criteria is	the following criteria is	criteria is met:	criteria is met:	criteria is met:	criteria is met:	the following criteria is
	met:	met:	Retire from the City	1) Retire from the City	1) Retire from the City	1) Retire from the City	met:
	Retire from the City	Retire from the City	within 120 days of	within 120 days of	within 120 days of	within 120 days of	Retire from the City
	within 120 days of	within 120 days of	separation;	separation;	separation;	separation;	within 120 days of
	separation;	separation;	2) Vested with CalPERS;	Vested with CalPERS;	Vested with CalPERS;	2) Vested with CalPERS;	separation;
	2) Vested with CalPERS;	2) Vested with	3) Completed at least five	3) Completed at least five	3) Completed at least five	3) Completed at least five	2) Vested with CalPERS;
	3) Completed at least five	•	(5) years of continuous	(5) years of continuous	(5) years of continuous	(5) years of continuous	Completed at least
	(5) years of continuous	Completed at least	service with the City; and	service with the City; and	service with the City; and	service with the City; and	five (5) years of
	service with the City; and	five (5) years of	4) At least age 50 or	4) At least age 50 or	4) At least age 50 or	4) At least age 50 or	continuous service with
	4) At least age 50 or	continuous service with	received a CalPERS	received a CalPERS	received a CalPERS	received a CalPERS	the City; and
	received a CalPERS	the City; and	industrial disability as a	industrial disability as a	industrial disability as a	industrial disability as a	4) At least age 50 or
	industrial disability as a	4) At least age 50 or	result of employment with	result of employment with	result of employment with	result of employment with	received a CalPERS
	result of employment with	received a CalPERS	the City of Fremont.	the City of Fremont.	the City of Fremont.	the City of Fremont.	industrial disability as a
	the City of Fremont.	industrial disability as a					result of employment
		result of employment	The actual amount of	The actual amount of	The actual amount of	The actual amount of	with the City of Fremont.
	The actual amount of	with the City of Fremont.	medical premium	medical premium	medical premium	medical premium	
	medical premium		reimbursement the City will	reimbursement the City will	reimbursement the City will	reimbursement the City	The actual amount of
	reimbursement the City	The actual amount of	contribute will be based on	contribute will be based on	contribute will be based on	will contribute will be	medical premium
	will contribute will be	medical premium	the employee's total years	the employee's total years	the employee's total years	based on the employee's	reimbursement the City
	based on the employee's	reimbursement the City	of City service as indicated	of City service as indicated	of City service as indicated	total years of City service	will contribute will be
	total years of City service	will contribute will be	below:	below:	below:	as indicated below:	based on the employee's
	as indicated below:	based on the employee's		0-5 yrs = \$0	0-5 yrs = \$0	0-5 yrs = \$0	total years of City service
	0-5 yrs = \$0	total years of City	6-24 yrs = \$10/mo per yrs	6-24 yrs = \$10/mo per yrs	6-24 yrs = \$10/mo per yrs	6-24 yrs = \$10/mo per yrs	
	6-24 yrs = \$10/mo per yrs		of service	of service	of service	of service	0-5 yrs = \$0
	of service	below:	25+ = \$500/mo	25+ = \$500/mo	25+ = \$500/mo	25+ = \$500/mo	6-24 yrs = \$10/mo per
	25+ = \$500/mo	0-5 yrs = \$0					yrs of service
		6-24 yrs = \$10/mo per					25+ = \$500/mo
	Provides credit for up to	Provides credit for up to	Provides credit for up to 10	Provides credit for up to 10	Provides credit for up to 10	Provides credit for up to	Provides credit for up to
	10 years of service with	10 years of service with	years of service with other	years of service with other	years of service with other	10 years of service with	10 years of service with
	other public agencies	other public agencies	public agencies	public agencies	public agencies	other public agencies	other public agencies
Annual General Leave	188 hrs	204 hrs	0 - 5 yrs = 128 hrs	0 - 5 yrs = 108 hrs	0 - 5 yrs = 108 hrs	0 - 5 yrs = 128 hrs	0 - 5 yrs = 128 hrs
			6 -10 yrs = 152 hrs	6 - 15 yrs = 132 hrs	6 - 15 yrs = 132 hrs	6 -10 yrs = 152 hrs	6 -10 yrs = 152 hrs
			11 -15 yrs = 164 hrs	16+ yrs = 156 hrs	16+ yrs = 156 hrs	11 -15 yrs = 164 hrs	11 -15 yrs = 164 hrs
			16+ yrs = 188 hrs			16+ yrs = 188 hrs	16+ yrs = 188 hrs
Maximum General	None	None	0-5 yrs = 315 hrs	0-5 yrs = 315 hrs	0-5 yrs = 396 hrs	0-5 yrs = 315 hrs	0-5 yrs = 315 hrs
Leave			6-10 yrs = 351 hrs	6-10 yrs = 351 hrs	6-10 yrs = 432 hrs	6-10 yrs = 351 hrs	6-10 yrs = 351 hrs
			11-15 yrs = 387 hrs	11-15 yrs = 387 hrs	11-15 yrs = 468 hrs	11-15 yrs = 387 hrs	11-15 yrs = 387 hrs
			16+ yrs = 423 hrs	16+ yrs = 423 hrs	16+yrs = 504 hrs	16+ yrs = 423 hrs	16+ yrs = 423 hrs
Leave Liquidation	N/A	Quarterly pay out of all hours over 250	See FAME MOU	See FAME MOU	See MOU	See FAME MOU	See FAME MOU
Management Leave	124 hours	124 hours	Based on yrs of service	Based on yrs of service	Based on yrs of service	Based on yrs of service	Based on yrs of service
(non-accruable			0 - 10yrs = 112 hrs	0 - 10yrs = 88 hrs	0 - 10yrs = 80 hrs	0 - 10yrs = 112 hrs	0 - 10yrs = 112 hrs
annual use or lose)			11+ yrs = 124 hrs	11 - 24 yrs = 112 hrs	11 - 24 yrs = 104 hrs	11+ yrs = 124 hrs	11+ yrs = 124 hrs
uiuai use 01 1036)				24+ yrs = 64 hrs	24+ yrs = 56 hrs	111,10 1211110	

Contract Information for Management Employees	City Manager		Management Employees	Management Employees	Management Association (FPMA)	• •	Unrepresented Management Employees (UME)
Floating Holiday (non- accruable, annual use or lose)		N/A	8 hours	8 hours (if not used, added to holiday bank)	8 hours (if not used, added to holiday bank)	8 hours	8 hours
Holidays	12 days paid	12 days paid	12 days paid	104 hrs with payout option (See MOU for details)	104 hrs with payout option (See MOU for details)	12 days paid	12 days paid
Bereavement Leave	3 days	3 days	3 days	3 days	3 days	3 days	3 days
Personal Emergency	Employee leave donation	Employee leave	Employee leave donation	Employee leave donation	Employee leave donation	Employee leave donation	Employee leave donation
Leave Bank	pool.	donation pool.	pool.	pool.			pool.
Union Dues	N/A	N/A	\$15.00/month	\$15.00/month	\$120.01/month	N/A	N/A

Note: The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see MOU's for further details. The UFO's (Unrepresented Fremont Officials - at will employees) and UME's (Unrepresented Management Employees) do not have MOU's; however many benefits are similar to those of the FAME bargaining unit and some benefits are established by employment agreement or by the City Manager.